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IN THE SUPREME COURT OF THE STATE OF NEW MEXICO

NO. 04-8500

SUPREME COURT OF NEW MEXICO
FILED

JUN 04 2004

IN THE MATTER OF THE APPROVAL OF
COMPENSATION INITIATIVES FOR FY05
FOR THE JUDICIAL BRANCH OF GOVERNMENT

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ORDER

WHEREAS, this matter came on for consideration by the Court upon recommendation of the Chief Judges Council to approve proposed compensation initiatives for FY05, and the Court having considered said recommendation and being sufficiently advised, Chief Justice Petra Jimenez Maes, Justice Pamela B. Minzner, Justice Patricio M. Serna, Justice Richard C. Bosson, and Justice Edward L. Chávez concurring;

NOW, THEREFORE, the following compensation initiatives for FY05 hereby are APPROVED:

A. For all permanent employees, authorized term employees, and probationary (less than one year of continuous service) employees, who have been employed with the Judicial Branch of government at least ninety (90) days:

1. The annual Focal Point Appraisal process shall remain in effect, and employees shall be evaluated for their annual appraisal between September 1, 2004 and November 30, 2004;
2. The Interim Appraisal process shall commence between June 1, 2004 and July 1, 2004;
3. Effective the first full pay period in July 2004, eligible Judicial Branch employees whose performance is satisfactory shall receive a two percent (2%) performance-based salary increase for FY05 (pay period beginning July 3, 2004, with increase appearing on check dated July 23, 2004);

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2 4. The 2% performance-based increase shall be based upon 100%
3 compa-ratio of the employee's assigned pay range effective July 1,
2004;

4 5. Judicial employees eligible for the 2% performance-based increase
5 includes all permanent, authorized term, and probationary employees
6 who have been employed with the Judicial Branch of government at
least ninety (90) days;

7 6. Each eligible employee shall receive an interim performance
8 evaluation on or before July 1, 2004;

9 7. An employee whose score on the interim performance evaluation
10 is less than "meets requirements" is not eligible for the 2%
performance-based salary increase;

11 8. Employees at the maximum of the pay range (125% compa-ratio)
12 shall receive a one-time lump sum payment based upon 100% compa-
13 ratio; and

14 9. Authorized term employees who are eligible for the 2%
15 performance-based increase shall receive increases paid by their
funding source, if funding is available.

16 B. Temporary employees are not eligible for the performance-based salary
17 increase;

18 C. Reviewers, supervisors, and employees shall meet to discuss assigned
19 tasks, expectations, and performance during the interim evaluation period and shall
20 complete an Interim Appraisal Form or the Judicial Branch Employee Performance
21 Planning and Appraisal Form. Annual Focal Point Evaluations shall be completed
22 on the New Mexico Judicial Branch Employee Performance Planning and Appraisal
23 Form; and
24

1 D. All unclassified (at-will) employees shall receive a 2% salary increase
2 effective the first full pay period in July 2004 (pay period beginning July 3, 2004,
3 with increase appearing on check dated July 23, 2004) and such salary increase
4 shall be based upon 100% compa-ratio of the employee's assigned pay range
5 effective July 1, 2004, and no performance evaluation is required.
6

7 IT IS ORDERED that effective July 1, 2004, the Judicial Branch salary
8 structure shall be adjusted upward by 2%;
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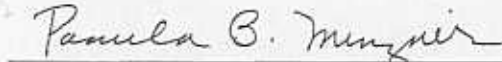
10 IT IS FURTHER ORDERED that the Chief Justice, Associate Justices, Chief
11 Judge of the Court of Appeals, Court of Appeals Judges, Chief District Court Judges,
12 District Court Judges, Chief Judge of Bernalillo County Metropolitan Court,
13 Bernalillo County Metropolitan Court Judges, Presiding Magistrate Court Judges,
14 Magistrate Court Judges, Special Commissioners, and Child Support Hearing
15 Officers (paid by funding source, if funding is available) shall receive a six percent
16 (6%) salary increase, which shall be based upon current salary and effective the
17 first full pay period in July 2004 (pay period beginning July 3, 2004, with increase
18 appearing on check dated July 23, 2004); and
19

20 IT IS FURTHER ORDERED that the Chief Judge of the Court of Appeals shall
21 be compensated at 95% of the salary of the Chief Justice, Chief Judges of the
22 District Courts shall be compensated at 95% of the salary of the Chief Judge of the
23 Court of Appeals, the Chief Judge of the Bernalillo County Metropolitan Court shall
24 be compensated at 90% of the salary of Chief Judges of the District Courts, and the
25

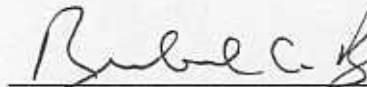
1 Presiding Judges of the Magistrate Courts shall be compensated at 75% of the
2 salary of the Chief Judge of the Bernalillo County Metropolitan Court, effective the
3 first full pay period in July 2004 (pay period beginning July 3, 2004, with increase
4 appearing on check dated July 23, 2004).
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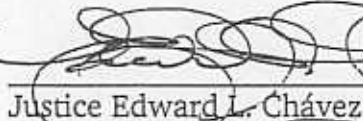
6 Done in Santa Fe, New Mexico, this 4th day of June, 2004.

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8 Chief Justice Petra Jimenez Maes
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11 Justice Pamela B. Minzner
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14 Justice Patricio M. Serna
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17 Justice Richard C. Bosson
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20 Justice Edward L. Chavez
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